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ABSTRACT

In 1989, a group of employer representatives in the Denver metropolitan area formed an employers' roundtable to address work and family issues. A survey developed by the roundtable was sent to employers in the Denver area in 1992. This directory compiles the results of the survey. Section 1 of the directory summarizes employers' efforts to provide child care and family services to employees, highlights services related to elder care, and examines public transportation alternatives to commuting to work. Section 2, which comprises the bulk of the directory, details the policies of and programs offered by approximately 100 individual employers. Profiles of these employers typically consider employers' work and family personnel policies, direct and indirect services to employees, financial support for employees, and community outreach efforts. Each profile also provides the company's address and the phone number of a contact person. Employee benefits are listed in section 3. For each benefit, those employers who provide the benefit are identified. Benefits listed include maternity and paternity leave, family sick leave, flexible work hours and work places, benefits to part-time employees, child and elder care resource and referral, company-sponsored child care, employee assistance programs, parent education classes, and in-kind support and contributions. (BC)

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EMPLOYERS' ROUNDTABLE ON WORK AND FAMILY ISSUES:

A DIRECTORY OF METRO-DENVER EMPLOYERS' INVOLVEMENT IN WORK AND FAMILY PROGRAMS AND POLICIES

JULY 1992

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Office of First Impressions,
Governor Romer's Initiative on Early Childhood

Special Thanks to the Following People and Organizations that Contributed to the Development of this Directory

C.J. Perez, Manville Corporation
Former Chair, Employers' Roundtable on Work and Family Issues

Fran Jefferson, U.S. Department of Labor, Women's Bureau
Chair, Employers' Roundtable on Work and Family Issues

Kathleen Shindler, Governor's Office, First Impressions

Cindy Wilson, Governor's Office, First Impressions

The Child and Elder Care Assistance Survey was written and designed by members of the Employers' Roundtable and Coors Brewing Company.

This directory was distributed, compiled, analyzed and printed by the Office of First Impressions, Governor Romer's initiative on early childhood.

CHILD CARE DIRECTORY AND FAMILY RESOURCE GUIDE
Resource List From Work & Family Roundtable

Department of Labor Women's Bureau
- CHOICES - Implementation of Child Care & Elder Care Clearinghouse: 800 827-5335
- WORK FORCE QUALITY Clearinghouse: 800 347-3741

National R&R
- The Partnership Group 215 362-5070
- Work/Family Directions 617 566-2806
- Work/Family Elder Directions 617 923-3044

Local R&R
- Work and Family Resource Center 534-3789
- Family First R&R 969-9500
- Boulder Children's Services 441-3180

CORRA - Colorado Resource and Referral Agency 290-9088

Office of Child Care Services, Department of Social Services 866-5958
Elder InfoNet 433-0403
First Impressions 866-2974
Colorado Children's' Campaign 839-1580

National Employer Resources
- Families and Work Institute 212 465-2044
- Child Care Action Campaign 212 239-0138
- Children's Defense Fund 202 628-8787
- National Association for the Education of Young Children 800 424-2460
- The Conference Board 212-759-0900

Employer's Roundtable on Work and Family Issues
- Contact Fran Jefferson 391-6756

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TABLE OF CONTENTS

INDEX 1

INTRODUCTION 2

SECTION I: GENERAL FINDINGS 3
RTD "Family Friendly" Alternative Transportation Programs 8

SECTION II: EMPLOYER SECTION
Adams County 9
Adams County School District 9
Affiliated BankShares of Colorado, Inc. 10
American Express 10
Amoco Production Company 11
Arthur Anderson 12
A T & T 13
Aurora National Bank 14
Bank of Boulder 14
Beta West 15
Blue Cross, Blue Shield 15
Boulder County 16
Boulder Publishing 16
Boulder Valley Schools 17
Cellular One 18
Central Products Company 18
Children's Hospital 19
City and County of Denver 20
City of Boulder 20
Cobe Laboratories, Inc. 21
Colorado Christian Home 22
Colorado Housing and Finance Authority 22
Colorado National Bankshares 23
Continental Airlines 24
Coors Brewing Company 24
Craig Hospital 25
Dain Bosworth, Inc. 26
Dames and Moore 26
Denver Business Journal 27
Denver Center for the Performing Arts 27
Denver Partnership 28
Denver Post 28
Denver Water Department 29
Department of Veterans' Affairs Medical Center 29
Dixon Paper Company 30
DMJM 30
EG&G Rocky Flats, Inc. 31

BEST COPY AVAILABLE

TABLE OF CONTENTS
(2)

***SECTION II: EMPLOYER SECTION* (continued)**

Eric Group, Inc. 31
Exabyte Corporation 32
Explosive Fabricators 32
Faegre and Benson 33
FirstBanks of Colorado 33
First Federal Savings Bank 34
First Interstate Bank of Denver 34
First Trust Corporation 35
Gates Rubber Company 36
Gensler and Associates 36
Holme Roberts and Owens 37
Howard Life Insurance Company 37
Jones Intercable, Inc. 38
Kaiser Permanente 38
KCNC - TV 39
King Soopers 39
Kirkland and Ellis 40
KMGH - TV, McGraw Hill Broadcasting 40
KN Energy, Inc. 41
KPMG Peat Marwick 42
KRMA - TV 42
KWGN TV 43
Leprino Foods 43
Lutheran Medical Center 44
M.A. Mortenson Co. 44
Manville Corporation 45
Martin Marietta Astronautics 46
Mathis Law Firm 46
Metro Wastewater Reclamation District 47
Mountain Medical Equipment 47
National Civic League 48
National Jewish Immunology and Respiratory Center 48
Nordstrom Credit, Inc. 49
Norgren 50
Norwest Banks 50
Pace Membership Warehouse, Inc. 51
Porter Memorial Hospital 52
Provenant Health Partners 52
Public Service Company of Colorado 53
Regional Transportation District 54
Regis University 54
Resources Trust Company 55
Scanticon Denver 55
Sherman & Howard 56
State of Colorado 56

TABLE OF CONTENTS
(3)

StorageTek 57
Synergen, Inc. 58
Syntex Chemicals, Inc. 59
Total Petrolum 59
Trigon Engineering 60
UCAR/NCAR 60
UNIPAC Service Corporation 61
University of Colorado, Boulder 62
University of Colorado, Denver 62
US West 63
Valley Lab 64
Vectra Banking 64
Vicorp Restaurants, Inc. 65
Wagner Equipment Company 65
Western Farm Bureau 66
Western Gas Resources 66
Wiland Services 67
Women's Bank 67
Women's Bureau 68

SECTION III: BENEFITS 69

INDEX

This directory is divided into three sections:

I General Findings

Section I includes information about the Employers'Roundtable, an overview of child and elder care options, a copy of the survey and general findings of the "Child and Elder Care Assistance Survey."

II Employer Section

In Section II employers are listed alphabetically with information including the type of business and number of employees. Benefits and services the employers provide follow.

III Benefits Section

In Section III each work/family benefit, policy, and service is listed separately with employers offering it noted under each one. An "*" after an employer's name means that the benefit is offered in a limited way, on a case-by-case basis, or through another benefit. For more information, check in the Employer Section. Benefits and services are listed in this section the same way they are listed in the survey.

INTRODUCTION

In the spring of 1989, the Employers' Roundtable on Work and Family Issues, a group of metroDenver employer representatives with the common focus of addressing work and family issues, was formed.

In the course of sharing information about each member's activities in support of work and family issues, an interest was expressed in knowing about other employers' efforts. To accomplish this, a survey was developed and sent to 250 metroDenver employers asking about their involvement in this arena. A directory was published in January 1991. The survey was updated and sent out a second time to 400 metro-Denver employers during the winter of 1992.

This directory is the result of responses to the second survey. It is divided into three sections. The first includes information about the Employers' Roundtable, employer options and results of the survey. The second details programs and policies offered by individual employers. The third section lists each work/family benefit, policy and service separately with those employers who offer it. Using this format, you can:

- Determine which employers offer a particular option and contact any one listed for more information
- Check the alphabetical listing of employers to get the "big picture" about each employer's activities in support of work and family issues.

We hope this directory provides a useful tool for metroDenver employers researching and implementing solutions to work and family issues within their organization. Please note that this directory includes information supplied by the employers themselves. No attempt was made to confirm or verify accuracy of the information.

If you are interested in joining the Employers' Roundtable, or for more information, call the Employers' Roundtable Membership Chair, Katherine Sigler, at Blue Cross/Blue Shield, 831-2106 or Fran Jefferson, Roundtable Chair, at U.S. Department of Labor, Women's Bureau, (303) 391-6756. For more information on business involvement in work/family issues, call Kathleen Shindler, Governor's Office, First Impressions, 866-2974.

SECTION I

"Child and Elder Care Assistance Survey"

GENERAL FINDINGS

WORK AND FAMILY POLICY AND PROGRAM OPTIONS

Employers who provide assistance with child and elder care generally get involved in one or more ways:

- Creatively arranging schedules and establishing policies that assist employees in balancing the responsibilities of work and family;
- Offering services that directly affect the care of a parent or child;
- Assisting employees financially with the purchase of care, and;
- Providing indirect services that support the family.

A combination of policies and benefits is the most effective means of meeting employer goals. Program selection and implementation should ideally be based on data from an employee needs assessment, a thorough understanding of existing community resources, and a clear understanding of organizational needs and goals. The following list includes a brief description of child and elder care related options.

WORK/FAMILY PERSONNEL POLICIES

Family Care Leave - An extended period of time off, paid or unpaid, for mothers or fathers to care for newborns, young children or elderly parents.

Family Sick Leave - Personal leave time is used by employee to care for family members who are ill.

Flexible Work Hours - Employees may vary the time they begin and end their workday as long as they fulfill a required number of hours a day or week.

Flexible Workplace - Employees work in places outside their employer's establishment, such as at home or at a satellite worksite, often with computer linkages.

Jobsharing - Two (or more) people share the responsibilities and wages of one fulltime job.

PartTime - Employees voluntarily or out of necessity, work fewer than fulltime hours on a regular basis. Benefits may be included or offered to the employee for purchase.

DIRECT SERVICES

Resource & Referral Services - Parents receive assistance both in locating care providers and in selecting quality care. Resource & referral agencies provide technical assistance to providers and recruit for care when it is unavailable.

Employer Sponsored Child Care Facility - A facility is established at employee's workplace or at a site nearby. Employers can operate the facility themselves or contract with an outside agency, nonprofit or forprofit, to operate it.

Consortium Center - This type of child care center is set up by a collaborating group of employers who share the costs and benefits of its establishment.

Care for Mildly Ill Children - This option offers support to employees whose children are mildly ill or who are recovering from a health problem. Programs can be provided in several

ways:
- a "sick bay in a child care center;
- a hospital-based program;
- a center specializing in drop-in care for mildly ill children;
- in-home services such as visiting nurses; and family child care homes recruited by the employer.

Emergency Child Care
This involves "backup"care for children when regular child care arrangements fall through or during emergencies such as snow days, weekend workdays, or school holidays.

FINANCIAL SUPPORT

Flexible Spending Account - Employees are able to set aside part of the employees' salary for child/elder care expenses. The funds are placed in a flexible spending account set up under a dependent care assistance program (DCAP). The salary redirection plan may be administered under a cafeteria plan.

Cafeteria Plan Offering Child /Elder Care Financial Assistance - As a tax exempt employee benefit, employers can provide a child care "allowance."

Vouchers and Subsidies - Employer provides a fixed rate of reimbursement either to the employee or to the care provider to cover a portion of cost. This may include well child care, sick child care and elder care.

Vendor Discounts - Arrangements are made between the employer and a child or elder care center for employees to purchase care at discounted rates.

INDIRECT SERVICES

Parent Education - An employer can sponsor a variety of classes, seminars, and written information on a variety of topics, such as how to choose child care, discipline, time management for working parents. Sessions may be held at the worksite during lunch or at other appropriate times.

Employee Assistance Program (EAP's) Employers can offer some form of an Employee Assistance Program (EAP) to help employees identify and resolve work/family concerns. EAP's can provide actual counseling services; classes, such as stress management; and other sources of information to help employees access appropriate mental health services in the community.

OTHER

Community Outreach - Employer offers financial and/or inkind assistance to child care providers and community to increase quantity, quality and availability of child care in the community.

Adapted from the following sources:
An Employer's Guide to Initiatives for Working Parents. The Work and Family Consortium. Denver, CO., 1987.
Choices. U.S. Department of Labor, Women's Bureau. Washington, DC, 1989.
Employer Options. City of Boulder Children's Services. 1990.
Child and Elder Care Survey

ELDER CARE

Issues of dependent care are broadening out as the population ages. A growing number of employees in the workforce will soon face caring for their elderly parents. This "sandwich generation" must often deal with dependent care for both children and parents simultaneously.

There are increasingly *fewer* grown children to share the burden of taking care of *more* aging parents. This is a result of: 1) families being geographically spread out, 2) families having fewer children, 3) the elder population living longer, and 4) the high divorce rate which often means that a child has two sets of parents.

There are some important differences between child care and elder care issues. First, because aging parents often live in another part of the country, the issue is, by necessity, more national in scope than child care. Second, unlike child care, elder care is often crisis-oriented. Elder parents may suffer a stroke or be diagnosed with a disease like Alzheimer's, and their children must locate services immediately. Financial considerations are also different than those associated with child care, with costs for elder care services ususally being higher.

Companies which are currently addressing elder care issues either have an older population of employees, or, like the Fortune 500 companies, are so large and have so many employees that sheer numbers warrant it. But as worker productivity, tardiness and absentee issues begin to relate more and more to elder care as well as child care, smaller companies will also begin to look at ways to assist their employees with this added responsibility. It's estimated that 5-20% of companies currently have elder care benefits of some kind, but within five to ten years the percentage will be 20-25%.

DIRECT SERVICES

Elder Care Resource and Referral - Because elders often live in a different state than their children, Elder Care R & R is more national in scope, though it taps into local R & R networks. Locating varied information and a wide range of services - health care, transportation, assisted living and financial support - is time-consuming. A centralized R & R network which makes and screens the first round of calls is a valuable benefit which employers can support for employees.

Employee Sponsored Elder Care Facility - Some companies with on-site child care centers also have a wing for elder care.

FINANCIAL SUPPORT

Flexible Benefit Plans (as listed under Work/Family Personnel Policies) also apply to those with elder care situations. Employee insurance plans may be broadened to cover elder care costs.

INDIRECT SERVICES

An employer can sponsor workshops, seminars and trainings to define the complex elder care issues, and help balance child care, elder care and work reponsibilites.

GENERAL FINDINGS

The "Child and Elder Care Assistance Survey" was sent to 250 employers in the metroDenver area. Sixty-six completed surveys were returned, which is a response rate of 26 percent.

RESULTS:

- More employers offer work/family personnel policies than either direct service or financial support.
- Many employers are researching work/family benefits, services and policies that they are currently not offering.
- Thirty-three percent of respondents have, or are in the process of implementing, a work/family task force.
- The number of respondents who have completed child care needs assessments (41%) is almost double the number of elder care needs assessments (21%).
- The five most frequently implemented work/family personnel policies are:

% OF EMPLOYERS	POLICY/PROGRAM
89%	maternity leave (as compared to 50% paternity leave)
78%	family sick leave
61%	parttime with benefits
55%	family care leave
54%	flexible work hours as needed (41% ongoing)

- The most common direct service provided by employers is child care resource and referral (27%).
- More employees provide flexible spending accounts (54%) than any other form of financial support
- Many employers responding to this survey offer indirect services including employee assistance programs (64%) and parent education classes and seminars (46%) to assist employees and their families.

RTD ALTERNATIVES FOR THE COMMUTE TO WORK

Employees often take alternative transportation to work, but that changes when they have children. To help reduce the distress of commuter driving, consider these family friendly programs from RTD.

ECO PASS

It's Ecological. It's Economical. It's the first program of its kind to be offered to businesses. The Eco Pass is an annual I.D. bus pass that businesses provide to all employees as the ultimate alternative transportation benefit. And because it's offered to all employees, the price per pass is incredibly low. The Eco Pass permits employees to use any regular RTD service and also includes a "Guaranteed Ride home" by taxi in case of emergencies.

COMMUTER CHECK

Companies of all sizes can help employees pay for transit fares by providing Commuter Check transit vouchers. This is a tax-free program that is as simple as it is smart. Companies purchase these vouchers and give them to their employees to help pay for monthly passes and Fare$aver ticketbooks at major supermarkets and RTD sales outlets.

EMPLOYER OUTLET PROGRAM

Larger companies can serve as an RTD Employer Pass Outlet. RTD delivers monthly passes and Fare$aver ticketbooks directly to the employers. As a convenience or a benefit, employers then give, discount or sell RTD passes to their employees. Passes are purchased on consignment with companies paying for only what they use. Providing passes and ticketbooks to employees is an alternative that is guaranteed to increase the use of transit.

PASS-BY-MAIL

RTD's Pass-By-Mail program makes it easy for smaller companies to purchase monthly passes and Fare$aver ticketbooks via U.S. mail. Orders are placed monthly (before the 15th) using a simple mail-in form. Passes are then mailed to your company before the end of the month, in plenty of time for distribution.

CARPOOL AND VANPOOL FORMATION ASSISTANCE

Sharing the ride to work is one of the most economical, convenient and enjoyable ways to commute. RideArrangers makes it easy for individuals to locate a carpool, and for companies to start their own carpool and vanpool programs. From providing customized carpool partner lists, to offering tips on carpool etiquette, to arranging vanpool driver training, RideArrangers has everything you need to begin a successful rideshare program.

THE GUARANTEED RIDE HOME

RideArrangers offers this unique program to companies that want to give their employees peace of mind when using alternative modes of transportation. The Guaranteed Ride

Home Program provides free taxi service in the event of an emergency or unplanned change in schedule to employees who carpool, vanpool, take the bus or bicycle to work. It's the ultimate alternative transportation insurance policy

ALTERNATIVE TRANSPORTATION PROGRAMS FOR BUSINESS

Smart commuters know that finding an alternative to driving alone saves them money while reducing air pollution and traffic congestion. Today, smart companies are also discovering that it makes good business sense to support alternative transportation programs - programs that are environmentally sound and, at the same time, economical for both the employer and employee.

That's why the Regional Transportation District (RTD) and the Denver Regional Council of Governments (DRCOG) have teamed up to offer a complete line of alternative transportation options. Whether you're interested in transit, carpooling, vanpooling or other alternative modes, RTD and DRCOG's RideArrangers will provide you with the information and assistance you need to make the best choice in selecting an alternative transportation program for your company.

CONSIDER THIS . . .

You can make a difference. By encouraging your company to support an alternative transportation program for its employees, you can join the hundreds of other organizations who have already made such a commitment. And a company that stands behind its employees is more productive, profitable and proud.

Supporting alternative modes also helps protect our environment. For every 100 employees who use alternative modes to commute, 30,000 trips are eliminated, 250,000 less miles are driven, 15,000 gallons of fuel are saved and 10 tons of pollutants are removed from the air each year.

All it takes is one phone call to get the wheels rolling. Transportation consultants are available to visit your company, evaluate the options and help develop the perfect program. Jut call RTD at 299-2122 or RideArrangers at 455-1000 to set up an appointment and help your company consider the alternatives.

Consider the Alternatives

RTD

DRCOG RideArrangers

CHILD AND ELDER CARE ASSISTANCE SURVEY

Below is a list of optional forms of child and elder care assistance. Check the ones which apply to your business.

WORK/FAMILY TASK FORCE	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
NEEDS ASSESSMENT	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
Child Care	COMMENTS: _____			
Elder Care	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
WORK/FAMILY PERSONNEL POLICIES	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
Maternity Leave	COMMENTS: _____			
Paternity Leave	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Family Care Leave (For care of family members)	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Family Sick Leave (For personal and family member illnesses)	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Flexible Work Hours/Scheduling	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
As Needed	COMMENTS: _____			
On-going	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Flexible Workplace (i.e. work at home)/Telecommuting	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
As Needed	COMMENTS: _____			
On-going	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Job Sharing	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Part-Time with Benefits	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
DIRECT SERVICES				
Resource and Referral Service (Note who provides service)				
Child Care	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
SERVICE PROVIDED BY: _____	COMMENTS: _____			
Elder Care	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
SERVICE PROVIDED BY: _____	COMMENTS: _____			
Child Care Facility				
Company-sponsored	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Consortium-sponsored	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Care for Mildly-ill Children	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Emergency Child Care	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Lactation Lounge	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			

FINANCIAL SUPPORT Flexible Spending Account	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ [illegible]
	COMMENTS: _____			
Cafeteria Plan Offering Child/Elder Care Financial Assistance	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ [illegible]
	COMMENTS: _____			
Adoption Assistance	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Vouchers and Subsidies (Please specify type of service, i.e., well child care, sick child care, elder care	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Vendor Discounts	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
INDIRECT SERVICES Employee Assistance Program	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Parent Education Classes	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Seminars (1-2 Hour Presentations)	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Handouts	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Other (pls. specify) _____	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
_____	COMMENTS: _____			
Pre-natal Education Classes	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Seminars	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Handouts	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Other (pls. specify) _____	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
_____	COMMENTS: _____			
Management Training on Work/Family Issues	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
COMMUNITY OUTREACH Provider Recruitment	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
In-Kind Support/Contributions	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
Corporate Contributions	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
	COMMENTS: _____			
OTHER (pls. specify) _____	☐ RESEARCHING	☐ IMPLEMENTED	☐ DISCONTINUED	☐ NOT CONSIDERING
_____	COMMENTS: _____			

Additional Comments

PLEASE PRINT

Employer _____ Contact _____ Phone #_____

Attach bottom half of cover letter and return in stamped, self-addressed envelope by Friday, February 14, to First Impressions, Governor's Office, 136 State Capital Bldg., Denver, CO 80203.

SECTION II

EMPLOYERS

ADAMS COUNTY
450 S. 4th Avenue, Brighton, CO 80601

Contact Person: Robert Millsap - 659-2120

Type of Business: County Government
No. of Employees: 1450 *Multi-site*

Work/Family Personnel Policies Provided
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing

Financial Support Provided
- flexible spending account
- vendor discounts

Community Outreach
- in-kind support/contributions

ADAMS COUNTY SCHOOL DISTRICT 14
4720 E. 69th Ave., Commerce City, CO 80022

Contact Person: Kathy Luevano - 289-3942

Type of Business: School District
No. of Employees: 700 *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- part-time with benefits

Direct Services Provided
- company-sponsored child care facility

Financial Support Provided
- cafeteria plan

Indirect Services Provided
- employee assistance plan
- parent education classes, seminars and handouts

Community Outreach
- provider recrutiment

AFFILIATED BANKSHARES OF COLORADO, INC.
1125 17th Street, Suite 1500, Denver, CO 80202

Contact Person: Barb Kelly - 296-7788

Type of Business: *Bank Holding Company*
No. of Employees: *150 Denver / 900 Denver-metro area* *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave - may use admin. leave
- family sick leave
- family care leave - may use admin. leave
- jobsharing - limited usage
- part-time with benefits
- flexible work hours - as needed & ongoing available in some areas

Financial Support Provided

- flexible spending account
- cafeteria plan with child/elder care - through tax benefit

Indirect Services Provided

- parent education- classes
- prenatal education - classes

Other

- child care resource book for employees' use

AMERICAN EXPRESS
161 Inverness Drive West, Englewood, CO 80127

Contact Person: Mary Ann Looby - 488-8309

Type of Business: Financial Service
No. of Employees: 900 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave - under salary continuation
- paternity leave - under family leave
- family care leave - under family leave
- family sick care leave - under sick leave and salary continuation

Direct Services Provided

- child care resource and referral service

Financial Support Provided

- cafeteria plan with child/elder care financial assistance
- vouchers and subsidies for dependent care
- adoption assistance

Indirect Services Provided

- employee assistance program
- parent education seminars, handouts
- management training on work/family issues

Community Outreach

- *in-kind support/contribution*
- *corporate contributions*

AMOCO PRODUCTION COMPANY
1670 Broadway, P.O. Box 800, Denver, CO 80201

Contact Person: David Siporin - 830-4141

Type of Business: Oil or Gas
No. of Employees: 1600 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- family sick leave
- flexible work hours - ongoing
- jobsharing - limited basis
- flexible workplace - as needed, limited basis

Direct Services Provided

- child care resource & referral service

Indirect Services Provided

- employee assistance program

ARTHUR ANDERSON
717 17th St., Suite 1900, Denver, CO 80202

Contact Person: **Michael D. West - 291-9204**

Type of Business: **Public Accounting**
No. of Employees: **460** ***Single Site***

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies
- **maternity leave**
- **paternity leave**
- **family sick leave**
- **job sharing**
- **part-time with benefits**
- **flexible work hours as needed, on-going**

Direct Services Provided
- **child care resource and referral service**
- **elder care service**

Financial Support Provided
- **flexible spending account**
- **cafeteria plan**
- **adoption assistance**
- **vendor discounts**

Indirect Services Provided
- **management training on work/family issues**

Community Outreach
- **in-kind support/contributions**
- **corporate contributions**

AT & T
1875 Lawrence St, Denver, CO 80202

Contact Person: Helen Anderson - 298-6165

Type of Business: Communications
No. of Employees: 9,800 in Colorado *Multi-Site*

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours/ongoing
- part-time with benefits
- job sharing consider as two part-time jobs
- flexible workplace - formal policy starting Summer, 1992

Direct Services Provided

- care for mildly ill children
- emergency child care
- child care resource & referral service
- consortium sponsored child care

Financial Support Provided

- adoption assistance
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education seminars and handouts

Community Outreach

- provider recruitment
- corporate contributions

AURORA NATIONAL BANK
10660 E. Colfax Ave. Aurora, CO 80010

Contact Person: Carol Thomas - 364-7671

Type of Business: Financial
No. of Employees: 91 *Single site*

Work/Family Personnel Policies
- maternity leave

Indirect Services Provided
- employee assistance program

BANK OF BOULDER
3033 Iris Ave. Boulder, CO 80004

Contact Person: Lance Enholm - 938-4601

Type of Business: Financial
No. of Employees: 198 *Single site*

Work/Family Personnel Policies Provided
- flexible work hours, on-going
- flexible work place, on-going
- part-time with benefits

Direct Services Provided
- care for mildly-ill children
- emergency child care

Financial Support Provided
- flexible spending account
- vendor discounts

Indirect Services Provided
- vacation camps, provided thru BBDCA
- pre-natal education classes

BETA WEST
1999 Broadway, Suite 2000, Denver, CO 80202

Contact Person: Kerry Heurlin - 292-7082

Type of Business: Real Estate
No. of Employees: 177 *Multi-site*

Work/Family Personnel Policies Provided
- family care leave
- part-time with benefits

Financial Support Provided
- flexible spending account

Indirect Services Provided
- employee assistance provided

BLUE CROSS BLUE SHIELD
700 Broadway, Denver, CO 80237

Contact Person: Katherine Sigler - 831-2106

Type of Business: Insurance
No. of Employees: 1200 Colorado/2100 Nationwide *Multi-site*

Work/Family Personnel Policies
- maternity leave
- family sick leave
- flexible workplace, on-going
- part-time with benefits
- paternity leave
- flexible work hours, on-going
- job sharing

Direct Services Provided
- lactation lounge

Financial Support Provided
- flexible spending account
- vendor discounts

Indirect Services Provided
- employee assistance program
- parent education classes, seminars, handouts
- pre-natal education classes, seminars, handouts
- exercise counseling

BOULDER COUNTY
P.O. Box 471, Boulder, Colorado 80306

Contact Person: Peggy Jackson - 441-3589

Type of Business: County Government
No. of Employees: 1200 *Multi-site*

Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- jobsharing
- flexible work hours - as needed & ongoing
- paternity leave
- family sick leave
- part-time with benefits

Direct Services Provided

- child care resource & referral service
- elder care resource & referral service
- care for mildly ill children

Financial Support Provided

- flexible spending account
- vendor discounts
- subsidies for sick child care

Indirect Services Provided

- parent education - handouts, seminars
- prenatal education - handouts
- flexible workplace (pilot project January, 1991)

BOULDER PUBLISHING, INC.
1048 Pearl Street, Boulder, CO 80302

Contact Person: Dani Roes - 442-1202

Type of Business: Publishing
No. of Employees: 300 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours

Direct Services Provided
- care for mildly-ill children
- emergency child care
- lactation lounge

Financial Support Provided
- flexible spending account

Indirect Services Provided
- parent education seminars

BOULDER VALLEY SCHOOLS
P.O. Box 9011, Boulder, CO 80027

Contact Person: Joan Russell - 447-5252

Type of Business: School District
No. of Employees: 2700 *Multi-site*

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- family sick leave
- jobsharing
- part-time with benefits
- family care leave
- flexible work hours - as needed & ongoing

Direct Services Provided
- child care facility - employer sponsored

Financial Support Provided
- *flexible spending account*

Indirect Services Provided
- parent education - classes (Community School)
- prenatal education - classes, seminars (Community School)

Community Outreach
- in-kind support/contributions - facility use

CELLULAR ONE
1001 16th St., Suite C-1, Denver, CO 80265

Contact Person: Ginger Cooke - 573-3271

Type of Business: Cellular Communications
No. of Employees: 211 *Multi-site*

Work/Family Personnel Policies
- maternity leave
- paternity leave
- part-time with benefits

Indirect Services Provided
- employee assistance program

Community Outreach
- provider recruitment
- in-kind support
- corporate contributions

CENTRAL PRODUCTS COMPANY
1095 S. 4th Avenue, Brighton, CO 80601

Contact Person: Debbie Monarch - 654-0500

Type of Business: Manufacturer
No. of Employees: 215 *Single site*

Work/Family Task Force Implemented

Work/Family Personnel Policies Provided
- maternity leave

Direct Services Provided
- child care resource & referral service

Indirect Services Provided
- employee assistance program

CHILDREN'S HOSPITAL
1056 E. 19th Avenue, Denver, CO 80218

Contact Person: **Stephen Buker - 861-6577**

Type of Business: ***Hospital***
No. of Employees: ***2000*** ***Multi-site***

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- **maternity leave**
- **family sick leave**
- **flexible work place**
- **part-time with benefits**
- **paternity leave**
- **flexible work hours — on-going**
- **job sharing**

Direct Services Provided

- **child care resource & referral service**
- **elder care resource & referral service**

Financial Support Provided

- **flexible spending account**
- **vendor discounts**
- **cafeteria plan**

Indirect Services Provided

- **employee assistance program**
- **parent education - classes, seminars, handouts**
- **family resource center**

Other

- **adoption leave**

CITY & COUNTY OF DENVER
303 W. Colfax Ave., Suite 1600, Denver, CO 80204

Contact Person: Martha Daley - 640-2731

Type of Business: City Government
No. of Employees: 11,000 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- jobsharing
- flexible work hours - as needed, on-going, each agency different
- paternity leave
- family sick leave
- part-time with benefits - pro-rated
- flexible workplace - as needed, rarely

Direct Services Provided

- child care information & referral - in-house
- child care facility at Stapleton Airport

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - classes, handouts

CITY OF BOULDER
P.O. Box 791, Boulder, CO 80306

Contact Person: Bruce Atchison - 441-3180

Type of Business: City Government
No. of Employees: 800 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- jobsharing
- part-time with benefits
- flexible workplace - as needed
- flexible work hours - as needed & ongoing

Direct Services Provided

- child care resource & referral service

Financial Support

- flexible spending account
- cafeteria plan with child/elder care financial assistance

Indirect Services Provided

- employee assistance program
- parent education - seminars, handouts
- management training on work/family issues

Community Outreach

- provider recruitment
- in-kind support/contributions

COBE LABORATORIES, INC.
1185 Oak Street, Lakewood, CO 80215

Contact Person: Kathy Matson - 321-4888

Type of Business: Medical Manufacturing
No. of Employees: 2400 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Need Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- paternity leave - 30 days unpaid personal leave
- family care leave - 30 days unpaid personal leave
- flexible work hours - as needed & ongoing
- part-time with benefits

Financial Support Provided

- adoption assistance
- vendor discounts

Indirect Service Provided

- employee assistance program
- parent education classes, seminars, handouts

COLORADO CHRISTIAN HOME
4325 W. 29th Ave., Denver, CO 80212

Contact Person: Sharon Carr - 433-2541

Type of Business: Residential treatment center for emotionally disturbed children
No. of Employees: 144 *Multi-site*

Work/Family Task Force implemented

Work/Family Personnel Policies
- maternity leave
- paternity leave
- family sick leave

Financial Support Provided
- adoption assistance

Indirect Services Provided
- employee assistance program
- parent education classes, handouts, seminars
- pre-natal handouts
- management training on work/family issues

Community Outreach
- provider recruitment
- In-kind support/contributions
- corporate contributions

COLORADO HOUSING AND FINANCE AUTHORITY
1981 Blake Street, Denver, CO 80202-1272

Contact Person: Mary E. Dugger - 297-7338

Type of Business: Financing
No. of Employees: 105 *Single Site*

Work Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave, under medical leave
- paternity leave, under medical leave
- family care leave, under medical leave
- family sick leave
- flexible work hours, ongoing
- flexible workplace, as viable

Direct Services Provided

- child care resource and referral service

Financial Support Provided

- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education classes, seminars, handouts

COLORADO NATIONAL BANKSHARES
P.O. Box 5168, Denver, CO 80217

Contact Person: Lois Reffel - 892-4205

Type of Business: Financial
No. of Employees: 2750 *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave - use sick leave
- family sick leave - use sick leave
- flexible work hours - as needed, limited
- part-time with benefits

Direct Services Provided

- child care resource and referral service
- consortium sponsored child care facility

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Service Provided

- *employee assistance program*
- *parent education - classes, seminars, handouts*

CONTINENTAL AIRLINES
8250 Smith Road, Suite 227, Denver, CO 80207

Contact Person: Debra Weinberg - 398-3992

Type of Business: Airline Travel
No. of Employees: 7,000 state — *Single Site*

Child Care Needs Assessment implemented

Work Family Personnel Policies Provided

- maternity leave
- paternity leave
- family sick leave
- job sharing - some departments
- part-time with benefits - some departments

Direct Services Provided

- child care resource & referral
- child care facility company sponsored

Financial Support Provided

- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education seminars, handouts
- management training on work/family issues

COORS BREWING COMPANY
Employee Communications, NH332, Golden, CO 80401

Contact Person: Nancy Colligan - 277-3848

Type of Business: Manufacturing
No. of Employees: 11,000 — *Multi-site*

Child Care/Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- family sick leave
- flexible work hours - as needed
- flexible workplace - as needed
- jobsharing
- part-time with benefits

Direct Services

- child care resource & referral service
- lactation lounge

Financial Support Provided
- flexible spending account
- adoption assistance

Indirect Services
- employee assistance program
- parent education - classes, seminars, handouts
- prenatal education - classes, handouts

Community Outreach
- provider recruitment
- in-kind support/contributions
- corporate contributions

CRAIG HOSPITAL
3425 S. Clarkson, Englewood, CO 80110

Contact Person: Kevin McVeigh - 789-8412

Type of Business: Health care
No. of Employees: 500 *Single site*

Child Care Needs Assessment implemented

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave - can use time as needed
- family sick leave - can use time as needed
- job - sharing
- part-time with benefits

Direct Services Provided
- company sponsored child care facility

Financial Support Provided
- flexible spending account

Indirect Services Provided
- employee assistance program
- parent education classes, seminars, handouts

DAIN BOSWORTH, INC.
1225 17th St., Suite 1800, Denver, CO 80202

Contact Person: Valerie Netols - 294-7302

Work Family Task Force implemented

Work/Family Personnel Policies Provided

- *maternity leave*
- *paternity leave*
- *family care leave*
- *family sick leave*
- *flexible work hours, on-going*
- *job sharing*

Direct Services Provided

- *child care resource and referral*

Financial Support Provided

- *flexible spending account*
- *cafeteria plan*
- *vendor discounts*

Indirect Services Provided

- *employee assistance program*
- *parent education, handouts*

Community Outreach

- *In-kind support/contributions*
- *corporate contributions*

DAMES & MOORE
1125 17th St., Suite 1200, Denver, CO 80202

Contact Person: Sheryl A. Adams - 294-9100

Type of Business: Consulting/Engineering
No. of Employees: 135 *Single Site*

Work/Family Personnel Policies

- *maternity leave*
- *family sick leave*
- *flexible work hours, on - going*
- *flexible workplace, on - going*
- *part-time with benefits*

Financial Support Provided

- *flexible spending account*
- *vendor discounts*

Indirect Services Provided

- *management training on work/family issues*

DENVER BUSINESS JOURNAL
1700 Broadway, Suite 515, Denver, CO 80290

Contact Person: Laurie Paternoster - 837-3500

Type of Business: Newspaper
No. of Employees: 32 *Single site*

Work/Family Personnel Policies Provided

- family sick leave
- flexible work hours
- flexible workplace

Financial Support Provided

- cafeteria plan

DENVER CENTER FOR PERFORMING ARTS
1245 Champa, Denver, CO 80204

Contact Person: Karyn Browne - 893-4000

Type of Business: Performing Arts
No. of Employees: 120 *Multi-site*

Work/Family Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours
- job sharing

Financial Support Provided

- flexible spending account

DENVER PARTNERSHIP
511 16th St., Suite 200, Denver, CO 80202

Contact Person: Jim Bernuth - 534-6161

Type of Business: Advocacy for Downtown Denver *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- part-time with benefits

Financial Support Provided
- flexible spending account
- cafeteria plan

DENVER POST
1560 Broadway, Denver, CO 80202

Contact Person: Jim Banman - 820-1227

Type of Business: Newspaper Publishing
No. of Employees: 1600 *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- flexible work hours - as needed & ongoing, some dept.
- jobsharing - limited basis

Direct Services Provide
- child care resource and referral
- consortium sponsored child care

Financial Support Provided
- flexible spending account

Indirect Services Provided
- employee assistance program

Community Outreach
- corporate contributions

DENVER WATER DEPARTMENT
1600 W. 12th Street, Denver, CO 80254

Contact Person: Jim Crockett - 628-6311

Type of Business: Water Utility
No. of Employees: 1000 *Multi-site*

Work Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours
- part-time with benefits

Direct Services
- child care resource & referral service - in house

Financial Support Provided
- flexible spending account
- cafeteria plan

Indirect Services Provided
- employee assistance plan
- parent education - handouts

DEPARTMENT OF VETERANS AFFAIRS MEDICAL CENTER
1055 Clermont St., Denver, CO 80220

Contact Person: Judy Marsden - 393-4659

Type of Business: Medical Center
No. of Employees: 2100 *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- part-time with benefits

Indirect Services Provided
- employee assistance provided
- management training on work/family issues

Community Outreach
- provider recruitment

DIXON PAPER COMPANY
55 Madison Street, Suite 800 , Denver, CO 80206

Contact Person: **Diane Palmer - 329-6644**

Type of Business: **Wholesale**
No. of Employees: **650** ***Multi-site***

Financial Support Provided
- **vendor discounts**

Indirect Services Provided
- **employee assistance program**
- **parent education, seminars, handouts**
- **management training on work/family issues**

DMJM
410 17th St., Suite 300, Denver, CO 80202

Contact Person: **Dolly Kelly - 892-1300**

Type of Business: **Architect/Engineering**
No. of Employees: **68** ***Multi-site***

Work/Family Personnel Policies Provided
- **maternity leave**
- **family sick leave**
- **flexible work hours**
- **lexible workplace**
- **part-time with benefits**

Indirect Services Provided
- **parent education handouts**

Community Outreach
- **corporate contributions**

EG&G ROCKY FLATS, INC.
P.O. Box 464, Golden, CO 80402

Contact Person: Marlene Elanbaas - 966-4166

Type of Business: Manufacturing
No. of Employees: 6300 *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave

Indirect Services Provided
- employee assistance program

ERIC GROUP, INC.
7257 So. Tucson Way, Englewood, CO 80112

Contact Person: Shirley Chambliss - 792-9441

Type of Business: Environmental Risk Insurance
No. of Employees: 150 *Single Site*

Work/Family Personnel Policies Provided
- maternity leave
- family care leave
- job sharing
- paternity leave
- family sick leave
- part-time with benefits

Direct Services Provided
- child care resource and referral

Financial Support Provided
- vendor discounts

Indirect Services Provided
- management training on work/family issues

Community Outreach
- corporate contributions

EXABYTE CORPORATION
1685 38th Street, Boulder, CO 80301

Contact Person: **Jodi Rubendall-Porter - 447-7393**

Type of Business: **Manufacturing**
No. of Employees: **575** ***Single site***

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided
- **maternity leave**
- **paternity leave**
- **family care leave**
- **flexible workplace**
- **part-time with benefits**

Direct Services Provided
- **child care resource and referral service**
- **onsortium sponsored child care facility**
- **care for mildly-ill children**
- **emergency child care - subsidize local providers**

Financial Support Provided
- **flexible spending account**

Indirect Services Provided
- **employee assistance program**

EXPLOSIVE FABRICATORS
1301 Courtesy Road, Louisville, CO 80027

Contact Person: **Cheryl Muench - 666-6551**

Type of Business: **Manufacturing**
No. of Employees: **123** ***Multi-site***

Work/Family Personnel Policies Provided
- **maternity leave**

Indirect Services Provided
- **employee assistance plan**

FAEGRE & BENSON
370 17 St., Suite 2500, Denver, CO 80202

Contact Person: Gail Pierce - 592-5900

Type of Business: Law Firm
No. of Employees: 80 *Single site*

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- job sharing
- part-time with benefits

Community Outreach
- corporate contributions

FIRSTBANKS OF COLORADO
10403 W. Colfax Avenue, Lakewood, Co 80215

Contact Person: Ron Brentnall- 235-1222

Type of Business: Bank Holding Company
No. of Employees: 1000 *Multi-site*

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- family sick leave
- part-time with benefits

Direct Services Provided
- lactation lounge

Financial Support Provided
- cafeteria plan
- adoption assistance

Indirect Services Provided
- pre-natal education, handouts

FIRST FEDERAL SAVINGS BANK
215 S. Wadsworth Boulevard, Lakewood, Co 80226

Contact Person: Patricia McMillan - 232-2121

Type of Business: Financial
No. of Employees: 300 *Multi-site*

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family sick leave
- part-time with benefits
- flexible work hours - as needed & ongoing

Financial Support Provided
- cafeteria plan with child/elder care financial assist.

Indirect Services Provided
- employee assistance program
- parent education - classes, seminars, handouts

Community Outreach
- provider recruitment
- in-kind support/contributions
- corporate contributions

FIRST INTERSTATE BANK OF DENVER
633 17th Street, Denver, Co 80270

Contact Person: Cheryl Miller - 293-5266

Type of Business: Financial
No. of Employees: 1000 *Single site*

Work/Family Task Force implemented

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing
- flexible workplace
- jobsharing
- part-time with benefits

Direct Services
- lactation lounge

Financial Support Provided
- flexible spending account
- vendor discounts

Indirect Services Provided
- employee assistance program
- parent education - classes, seminars, handouts

Community Outreach
- in-kind support/contributions
- corporate contributions

FIRST TRUST CORPORATION
P.O. Box 173301, Denver, Co 80217

Contact Person: Marilyn Gallup - 294-5726

Type of Business: Trust Administration
No. of Employees: 450 *Single site*

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing
- flexible workplace - as needed & ongoing
- jobsharing
- part-time with benefits

Direct Services Provided
- lactation lounge

Financial Support Provided
- flexible spending account

Indirect Services Provided
- employee assistance program - case-by-case
- parent education - classes, seminars, handouts

Community Outreach
- corporate contributions

GATES RUBBER COMPANY
900 S. Broadway, Denver, Co 80209

Contact Person: Robin Kane - 744-5380

Type of Business: Rubber Products Manufacturer
No. of Employees: 1000 Denver/18,000 worldwide *Multi-site*

Work/Family Task Force implemented

Work/Family Personnel Policies Provided
- maternity leave - under disability leave
- family sick leave
- family care leave
- part-time with benefits
- flexible work hours - as needed & ongoing

Financial Support Provided
- flexible spending account

Indirect Services Provided
- employee assistance program
- parent education classes
- KID Foundation development assessment for employees children

Community Outreach
- corporate contributions

GENSLER AND ASSOCIATES
1616 Glenarm Place, P-200, Denver, CO 80202

Contact Person: Linda Nelson - 595-8585

Type of Business: Architectural Interior Design
No. of Employees: 40 *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- flexible work hours/scheduling
- part-time with benefits

Indirect Services Provided
- employee assistance program

Community Outreach
- in-kind support/contributions
- corporate contributions

HOLME ROBERTS AND OWENS
1700 Lincoln St., Suite 4100, Denver, CO 80203

Contact Person: Maggie Lane - 861-7000 x 626

Type of Business: Law Firm
No. of Employees: 455 *Multi-site*

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- family sick leave
- job sharing
- part-time with benefits, limited basis

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program
- parent education, seminars and handouts
- management training on work/family issues

Community Outreach

- corporate contributions

HOWARD LIFE INSURANCE COMPANY
12265 W. Bayaud Avenue, Lakewood, CO 80228

Contact Person: Jeanette Givens - 989-9700

Type of Business: Insurance
No. of Employees: 37 *Single site*

Work/Family Personnel Policies Provided

- maternity leave
- part-time with benefits

JONES INTERCABLE, INC.
9697 E. Mineral Avenue, Englewood, CO 80112

Contact Person: Bob Schulz - 792-3111

Type of Business: Cable TV
No. of Employees: 3500 *Multi-site*

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours, on-going, on limited basis
- part-time with benefits

Financial Support Provided

- flexible spending account
- adoption assistance

Indirect Services Provided

- employee assistance program

KAISER PERMANENTE
10350 E. Dakota Avenue, Denver, Co 80231

Contact Person: Gayle Landis - 344-7664

Type of Business: Health Care
No. of Employees: 2000 *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing
- part-time with benefits

Direct Services Provided

- child care resource & referral service
- elder care resource & referral

Financial Support

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- prenatal classes - classes, seminars, handouts

Community Outreach

- provider recruitment
- corporate contributions
- in-kind support/contributions

KCNC-TV
1044 Lincoln, Denver, CO 80203

Contact Person: Joyce Jorensen, 830-6507

Type of Business: Television
No. of Employees: 206 *Single site*

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours, on-going
- flexible workplace, on-going
- job sharing
- part-time with benefits

Financial Support Provided

- flexible spending account
- cafeteria plan

KING SOOPERS
65 Tejon, Denver, CO 80217

Contact Person: Cindy Correa - 778-3145

Type of Business: Grocery
No. of Employees: 14,000 *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- flexible work hours, on-going

KIRKLAND AND ELLIS
1999 Broadway, Denver, CO 80202

Contact Person: **Margurite Flanagan - 291-3040**

Type of Business: **Law Firm**
No. of Employees: **130** *Single site in CO*

Work/Family Personnel Policies Provided

- **maternity leave**
- **flexible work hours, on-going**
- **part-time with benefits**
- **family sick leave**
- **job sharing**

Direct Services Provided

- **lactation lounge**

Financial Support Provided

- **cafeteria plan**

Community Outreach

- **in-kind support contributions**
- **corporate contributions**

KMGH-TV, MCGRAW HILL BROADCASTING
123 Speer Blvd., Denver, CO 80203

Contact Person: **Jan Maaske - 832-7777**

Type of Business: **Broadcasting**
No. of Employees: **160** *Single site*

Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- **maternity leave**
- **paternity leave**
- **family sick leave**
- **flexible work hours**
- **part-time with benefits**

Direct Services Provided

- **child care resource and referral**
- **elder care resource and referral**

Financial Support Provided

- ***vendor discounts***

KN ENERGY, INC.
P.O. Box 15265, Lakewood, CO 80215

Contact Person: Verlyn Perkins - 989-1740

Type of Business: Natural Gas Pipeline
No. of Employees: 1800 *Multi-site (7 states)*

Work/Family Personnel Policies Provided

- maternity leave - part of disability program
- family care leave
- family sick leave
- flexible workplace - as needed
- jobsharing
- flexible work hours - as needed, only some departments

Direct Services Provided

- emergency child care - as part of health plan

Financial Support Provided

- flexible spending account
- cafeteria plan with child/elder care financial assistance
- vendor discounts - through purchasing department

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts

Community Outreach

- provider recruitment
- in-kind support/contributions
- corporate giving

KPMG PEAT MARWICK
2300 ARCO Tower, 707 17th Street, Denver, CO 80202

Contact Person: Jan Hazlett - 296-2323

Type of Business: Public Accounting
No. of Employees: 180 Colorado/135 worldwide — *Single Site*

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave - short term disability
- flexible work hours,on-going
- flexible workplace
- jobsharing

Indirect Service Provided
- employee assistance program

Community Outreach
- corporate contributions

KRMA-TV
1261 Glenarm Place, Denver, CO 80204

Contact Person: James Morgese - 892-6666

Type of Business: Broadcasting
No. of Employees: 60 — *Single site*

Work/Family Personnel Policies Provided
- maternity leave
- family care leave
- family sick leave
- flexible work hours
- flexible work place

Indirect Services Provided
- parent education, handouts

KWGN-TV
6160 S. Wabash Way, Englewood, CO 80110

Contact Person: Dona Rubbo - 740-2840

Type of Business: Television Station
No. of Employees: 118 *Single Site*

Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- family sick leave
- flexible work hours - as needed, limited basis

Direct Services Provided
- lactation lounge

Financial Support Provided
- flexible spending accounts
- cafeteria plan

Indirect Services Provided
- employee assistance program

LEPRINO FOODS
P.O. Box 173400, Denver, CO 80217-3400

Contact Person: Stephanie Taylor - 480-2887

Type of Business: Food manufacturing, distribution
No.of Employees: 500 *Multi-site*

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- family sick leave
- flexible work hours

Financial Support Provided
- flexible spending account

Indirect Services Provided
- parent education classes, seminars

Community Outreach
- provider recruitment

LUTHERAN MEDICAL CENTER
8300 W. 38th Ave., Wheat Ridge, CO 80033

Contact Person: Janet J. Wagner -- 425-2416

Type of Business: Medical Center
No. of Employees: 2361 *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave
- job sharing, limited
- flexible work hours, limited
- part-time with benefits

Direct Services Provided

- company sponsored child care facility

Financial Support Provided

- flexible spending account
- voucher and subsidies
- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education classes, seminars, handouts
- pre-natal education, seminars, handouts
- management training on work/family issues

Community Outreach

- provider recruitment
- in-kind support

M.A. MORTENSON, CO.
1875 Lawrence, Suite 600, Denver, CO 80202

Contact Person: Allan Fries - 295-2511

Type of Business: Contracting Firm
No.of Employees: 72 *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours
- flexible workplace, on-going

Indirect Services Provided

- parent education seminars

Community Outreach

- in-kind support

MANVILLE CORPORATION
P.O. Box 5108, Denver, CO 80217

Contact Person: C. J. Perez - 978-3299

Type of Business: Manufacturing
No. of Employees: 1100 Denver (18,000 worldwide) *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- family sick leave - use personal sick leave
- flexible work hours - as needed & ongoing
- flexible workplace - as needed & ongoing
- part-time with benefits

Direct Services Provided
- child care resource and referral service
- elder care resource & referral service
- consortium-sponsored child care
- lactation lounge

Financial Support Provided
- flexible spending account
- cafeteria plan with child/elder care financial assistance
- vendor discounts

Indirect Services Provided
- employee assistance program
- parent education - classes, seminars, handouts

Community Outreach
- provider recruitment - through R&R contracts
- in-kind support/contributions
- corporate contributions

Other
- work/family resource library for employees' use
- teen-line service

MARTIN MARIETTA ASTRONAUTICS
P.O. Box 179, Denver, CO 80201

Contact Person: Carolyn Aldorfer - 977-4460

Type of Business: Manufacturing
No. of Employees: 9,000 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies
- maternity leave
- paternity leave
- family sick leave
- flexible work hours
- part-time with benefits

Financial Support Provided
- vendor discounts

Indirect Services Provided
- employee assistance provided
- parent education classes, seminars, handouts
- management training on work/family issues

Community Outreach
- in-kind support
- corporate contributions

MATHIS LAW FIRM
1999 Broadway, Suite 2605, Denver, CO 80202

Contact Person: Karen Mathis - 296-3300

Type of Business: Law Firm
No. of Employees: 21 *Single site*

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours, on-going
- flexible workplace, on-going
- job sharing
- part-time with benefits

Financial Support Provided
- adoption assistance

Indirect Services Provided
- employee assistance program

Community Outreach
- provider recruitment
- in-kind support

METRO WASTEWATER RECLAMATION DISTRICT
5450 York, Denver, CO 80229

Contact Person: Jim Osberg - 289-5941

Type of Business: Wastewater Sewage Treatment
No. of employees: 355 *Single site*

Work/Family Task Force
- maternity leave
- family sick leave
- part-time with benefits

Financial Support Provided
- flexible spending account

Indirect Services Provided
- employee assistance program
- management training on work/family issues

MOUNTAIN MEDICAL EQUIPMENT
10488 W. Centennial, Littleton, CO 80127

Contact Person: Deb Payne - 933-8010

Type of Business: Manufacturing, Medical Equipment
No. of Employees: 185 *Single site*

Work/Family Personnel Policies Provided
- maternity leave
- family sick leave
- part-time with benefits

NATIONAL CIVIC LEAGUE
1445 Market St., No. 300, Denver, CO 80202

Contact Person: John W. Amberg - 571-4343

Type of Business: Civic Organization
No. of Employees: 9 *Single site*

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours
- flexible workplace

NATIONAL JEWISH IMMUNOLOGY& RESPIRATORY CENTER
1400 Jackson Street , G110, Denver, CO 80206

Contact Person: Doris Cowan - 398-1037

Type of Business: Research Hospital
No. of Employees: 1300 *Single Site*

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing
- part-time with benefits

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars

Other

- child care reference notebook for employees' use

NORDSTROM CREDIT, INC.
P.O. Box 6563, Englewood, Co 80155

Contact Person: Sandra Thalberg - 397-4706

Type of Business: Retail
No. of Employees: 195 *Multi-site (out of state)*

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- part-time with benefits
- flexible work hours - as needed & ongoing

Direct Services Provided
- lactation lounge

Financial Support Provided
- adoption assistance
- vendor discounts

Indirect Services Provided
- employee assistance program
- parent education - seminars, handouts
- pre-natal education, seminars, handouts
- pre-natal 24 hour hotline

Community Outreach
- *in-kind support/contributions*
- *corporate contributions*

NORGREN
5400 S. Delaware, Littleton, CO

Contact Person: **F. Hammer - 794-2611**

Type of Business: **Manufacturing**
No. of Employees: **630** ***Multi-site***

Work/Family Personnel Policies Provided

- **maternity leave**
- **family sick leave**
- **part-time with benefits**
- **family care leave**
- **job sharing**

Financial Support Provided

- **flexible spending account**
- **vendor discounts**
- **adoption assistance**

Indirect Services Provided

- ***parent education classes, handouts***

Community Outreach

- ***in-kind support***
- ***corporate contributions***

NORWEST BANKS
1700 Lincoln Street, Denver, CO 80274

Contact Person: **Katie Johnson - 863-5061**

Type of Business: **Financial Services**
No. of Employees: **3500** ***Multi-site***

Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- **maternity leave - under short term disability**
- **paternity leave - short term personal leave**
- **family care leave - short term personal leave of absence**
- **family sick leave - limited to critical illness**
- **flexible work hours - as needed & ongoing**
- **flexible workplace - as needed**
- **jobsharing - limited**
- **part-time with benefits**

Direct Services Provided
- child care resource and referral service

Financial Support Provided
- flexible spending account
- vendor discounts

Indirect Services Provided
- employee assistance program
- parent education - seminars, handouts
- management training on work/family issues

Community Outreach
- corporate contributions

Other
- workplace PTA

PACE MEMBERSHIP WAREHOUSE, INC.
5680 Greenwood Plaza Boulevard, Englewood, CO 80111

Contact Person: Lou Lazo - 843-8516

Type of Business: Cash/Carry Membership Warehouse
No. of Employees: 12,000 *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- family care leave
- family sick leave
- flexible work hours
- flexible workplace - as needed, case-by-case

Financial Support Provided
- flexible spending account
- cafeteria plan
- adoption assistance
- vendor discounts

Indirect Services Provided
- employee assistance plan
- pre-natal education, handouts
- pre-natal video training

Community Outreach
- in-kind support/contributions

PORTER MEMORIAL HOSPITAL
2525 S. Downing Street, Denver, Co 80210

Contact Person: Rich Hegstad - 778-5279

Type of Business: Health Services
No. of Employees: 2000 *Multi-site*

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- jobsharing
- family care leave
- flexible work place
- part-time with benefits

Direct Services Provided

- company sponsored child care
- emergency child care
- care for mildly ill children
- lactation lounge

Financial Support Provided

- flexible spending account
- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts
- prenatal education - classes, seminars, handouts
- management training on work/family issues

Community Outreach

- corporate contributions

PROVENANT HEALTH PARTNERS
4231 W. 16th Avenue, Denver, CO 80204

Contact Person: David Black - 629-3773

Type of Business: Health Care
No. of Employees: 4,000 *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave - under medical leave
- paternity leave - under personal leave
- family care leave - under personal leave
- family sick leave - under personal leave

Financial Support Provided
- flexible spending account

Indirect Services
- employee assistance program
- parent education - classes, seminars, handouts
- prenatal education - classes, seminars, handouts

Community Outreach
- provider recruitment
- in-kind support/contributions
- corporate contributions

PUBLIC SERVICE COMPANY OF COLORADO
550 15th Street, Room 1090, Denver, Co 80202

Contact Person: Carol Powell - 294-2509

Type of Business: Public Utility
No. of Employees: 6600 *Multi-site*

Work/Family Task Force implemented

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- flexible work hours - as needed, on-going

Indirect Services Provided
- employee assistance program
- parent education - classes, seminars, handouts
- pre-natal education, handouts

Community Outreach
- in-kind support/contributions
- corporate contributions

REGIONAL TRANSPORTATION DISTRICT
1600 Blake Street, Denver, CO 80202

Contact Person: Carla Elam-Floyd - 299-2356

Type of Business: Transportation
No. of Employees: 1400 *Multi-site*

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- jobsharing
- flexible work hours - as needed, going
- part-time with benefits

Financial Support Provided
- flexible spending account
- cafeteria plan

Indirect Services Provided
- employee assistance program
- parent education - classes, seminars, handouts

REGIS UNIVERSITY
3333 Regis Blvd., Denver, CO 80221

Contact Person: Becky Zachmeier - 458-4198

Type of Business: Education
No. of Employees: 1000 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave - short term disability
- family sick leave
- flexible work hours - as needed, case by case
- flexible workplace - as needed, case by case
- part-time with benefits

Financial Support Provided
- flexible spending account

Indirect Services Provided
- employee assistance program
- parent education - classes, seminars, hand-outs

RESOURCES TRUST COMPANY
8051 E. Maplewood Avenue, Englewood, CO 80111

Contact Person: Sally Nisler - 694-2917 x7066

Type of Business: Financial Services
No. of Employees: 170 *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing

Indirect Services Provided
- employee assistance program
- parent education - handouts

SCANTICON - DENVER
200 Inverness Drive West, Englewood, CO 80112

Contact Person: Susan Keener - 397-7051

Type of Business: Hotel
No. of Employees: 375 *Single Site*

Work Family Task Force implemented

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- flexible work hours - as needed & ongoing

Financial Support Provided
- flexible spending account
- vendor discounts

Indirect Services Provided
- employee assistance program
- parent education, classes, handouts
- management training on work/family task force

Community Outreach
- provider recruitment

SHERMAN & HOWARD
633 17th Street, Denver, CO 80202

Contact Person: Sue Mrva - 299-8009

Type of Business: Law Firm
No. of Employees: 395 *Multi-site*

Work/Family Task Force discontinued
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- family care leave
- family sick leave
- flexible work hours - as needed
- jobsharing

Direct Services Provided
- child care resource and referral
- elder care resource and referral

Financial Support Provided
- cafeteria plan

Indirect Services Provided
- employee assistance program

STATE OF COLORADO
1313 Sherman St., Room 119, Denver, CO 80203

Contact Person: Karen Fassler - 866-2455

Type of Business: State Government
No. of Employees: 27,000 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- jobsharing
- part-time with benefits
- flexible work hours - as needed & ongoing
- flexible workplace - as needed, informal arrangement

Direct Services Provided
- consortium sponsored child care facility
- lactation lounge

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - seminars

Other

- child/caregiver fair
- elder caregiver fair
- seminars on elder care
- developing a resource book
- implemented leave sharing
- developing manager's awareness training

STORAGETEK
2270 S. 88th St., Louisville, CO 80028

Contact Person: Patrick Curran - 673-3069

Type of Business: High-Tech Storage Devises
No. of Employees: 5000 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave - short term medical leave
- family sick leave
- jobsharing - in some areas
- part-time with benefits
- flexible work hours - as needed, in some areas
- flexible workplace - as needed, in some areas

Direct Services Provided

- care for mildly ill children
- emergency child care
- lactation lounge
- child care facility - company sponsored

Financial Support Provided

- flexible spending account
- adoption assistance
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts
- prenatal education - classes, seminars, handouts

Community Outreach

- corporate contributions

SYNERGEN, INC.
1885 33rd Street, Boulder, CO 80301

Contact Person: Laura Wallace - 938-6200

Type of Business: Biotechnology
No. of Employees: 175 *Single Site*

Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- jobsharing - lim ited
- part-time with benefits
- flexible work hours - as needed & ongoing
- flexible workplace - as needed, occasionally

Direct Services Provided

- resource and referral child care service
- care for mildly - ill children
- emergency child care

Financial Support Provided

- flexible spending account
- cafeteria plan with child/elder care financial assistance vouchers and subsidies

Indirect Services Provided

- employee assistance program

Community Outreach

- corporate contributions

SYNTEX CHEMICALS, INC.
2075 N. 55th St., Boulder, CO 80301

Contact Person: Robert Kavanaugh - 938-6410

Type of Business: Pharmaceutical Manufacturing
No. of Employees: 329 *Single site*

Child Care Needs Assessment implemented

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours
- job sharing
- part-time with benefits

Direct Services Provided

- emergency child care
- consortium-sponsored child care

Financial Support Provided

- flexible spending account
- adoption assistance

Indirect Service Provided

- employee assistance program
- parent education. handouts

Community Outreach

- in-kind support
- corporate contributions

TOTAL PETROLEUM
999 18th St., Suite 2201, Denver, CO 80202

Contact Person: Julie Tooke - 291-2055

Type of Business: Petroleum
No. of Employees: 325 *Multi-site*

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- paternity leave
- job sharing

TRIGON ENGINEERING, INC.
1099 18th St., Suite 1700, Denver, CO 80202-1917

Contact Person: Jim Sorensen - 296-9645

Type of Business: Engineering
No. of Employees: unavailable — *Multi- site*

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours

Indirect Services Provided

- parent education, handouts

UCAR/NCAR
P.O. Box 3000, Boulder, CO 80307

Contact Person: Mark Weaver - 497-8704

Type of Business: Research facility
No. of Employees: 1050 — *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours, on-going
- flexible workplace, on-going
- job sharing
- part-time with benefits

Direct Services Provided

- child care resource and referral
- care for mildly-ill
- emergency child care

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program

Community Outreach

- provider recruitment
- in-kind support

UNIPAC SERVICE CORPORATION
3015 S. Parker Road, Suite 400, Aurora, CO 80014

Contact Person: **Cindy K. Ubben - 696-6999**

Type of Business: **Student Loan Services**
No. of Employees: **630** ***Multi-site***

Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- **maternity leave**
- **paternity leave - as personal leave**
- **family sick leave**
- **family care leave - as personal leave**
- **flexible work hours - as needed, some departments**

Direct Services Provided

- **care for mildly ill children - limited**
- **emergency child care - limited**

Financial Support Provided

- **flexible spending account**
- **vendor discounts**
- **sick child care subsidies - vouchers**
- **emergency child care subsidies**

Indirect Services

- **employee assistance program**
- **parent education - seminars**

Community Outreach

- **corporate contributions**

UNIVERSITY OF COLORADO, BOULDER
1511 University Ave., Campus Box 475, Boulder, CO 80309-6475

Contact Person: S.J. Robertson - 492-6893

Type of Business: University
No. of Employees: 19,532 *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours
- job sharing
- part-time with benefits

Direct Services Provided
- company sponsored child care

Financial Support Provided
- flexible spending account
- vendor discounts

Indirect Services Provided
- employee assistance program
- parent education, seminars
- management training on work/family issues

UNIVERSITY OF COLORADO, DENVER
1250 14 St., Denver, CO 80217-3364

Contact Person: Allison Vaillancourt - 556-2868

Type of Business: University
No. of Employees: 1,200 *Single Site*

Work/Family Task Force implemented

Work/Family Personnel Policies Provided
- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible workplace, limited basis
- job sharing
- part-time with benefits

Direct Services Provided
- company sponsored child care

Financial Support Provided
- flexible spending account

U S WEST *
188 Inverness Drive, Englewood, CO 80112

Contact Person: **Judy Kaufman -784-5104**

Type of Business: **Communications**
No. of Employees: **6500** ***Multi-site***

Child Care Needs Assessment ongoing
Elder Care Needs Assessment ongoing

Work/Family Personnel Policies Provided

- **family care leave**
- **care of newborn/adopted leave**
- **job sharing**
- **part-time with benefits**
- **flexible work hours, ongoing based on business needs**
- **flexible workplace, ongoing based on business needs**

Direct Services Provided

- **child care resource and referral**
- **elder care resource and referral**

Financial Support Provided

- **flexible spending account**
- **vendor discounts**

Indirect Services Provided

- **employee assistance program**
- **caregiver education, seminars, handouts**

Community Outreach

- **provider recruitment**
- **in-kind support**
- **corporate contributions**

* ***Not all services available to all employees***

VALLEY LAB, INC.
5920 Longbow Drive, Boulder, CO 80301

Contact Person: Linda Finney - 530-6387

Type of Business: Medical Manufacturing
No. of Employees: 988 *Multi-site*

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided
- maternity leave
- flexible work hours
- flexible workplace
- job sharing, limited
- part-time with benefits

Direct Services Provided
- care for mildly-ill
- emergency child care
- child care resource and referral service
- consortium sponsored child care

Financial Support Provided
- vendor discounts

Indirect Services Provided
- employee assistance program
- parent education, handouts

Community Outreach
- provider recruitment
- in-kind support/contributions
- corporate contributions

VECTRA BANKING
1650 S. Colorado Blvd., Denver, CO 80222

Contact Person: V. Mitchell - 782-7509

Type of Business: Financial
No. of Employees: 160 *Multi-site*

Work/Family Personnel Policies Provided
- maternity leave
- family care leave
- family sick leave
- flexible work hours, on-going
- part-time with benefits

Community Outreach
- in-kind support/contributions

VICORP RESTAURANTS, INC.
400 W. 48th Avenue, Denver, Co 80216

Contact Person: Penny McCoy - 296-2121

Type of Business: Restaurant Chain
No. of Employees: 1100 Colorado/15000 Nationwide *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing
- flexible workplace, limited

Direct Services Provided

- care for mildly ill children

Indirect Services Provided

- parent education, seminars, handouts

Community Outreach

- in-kind support/contributions - informal

WAGNER EQUIPMENT COMPANY
18000 Smith Road, Aurora, CO 80011

Contact Person: Doug Meitus - 739-3051

Type of Business: Sales & Repair Heavy Equipment
No. of Employees: 450 in Colorado *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave

Financial Support Provided

- employee assistance program

WESTERN FARM BUREAU
1200 Lincoln St., Denver, CO 80202

Contact Person: Leo Perino - 831-3857

Type of Business: Life Insurance
No. of Employees: 120 Colorado *Multi-site*

Work/Family Personnel Policies Provided

- maternity leave
- flexible work hours
- family sick leave
- part-time with benefits

Financial Support Provided

- flexible spending accounts

Indirect Services Provided

- employee assistance provided
- parent education, handouts

Community Outreach

- corporate contributions

WESTERN GAS RESOURCES, INC.
12200 N. Pecos, Suite 230, Denver, CO 80234

Contact Person: Cathy - 452-5603

Type of Business: Gas Processing
No. of Employees: 215 *Single site*

Work/Family Personnel Policies Provided

- *maternity leave*
- *flexible work hours*

WILAND SERVICES
6707 Winchester Circle, Boulder, CO 80301

Contact Person: **Suzy Parella - 530-0606**

Type of Business: **Direct Market Services**
No. of Employees: **350** ***Multi-site***

Work/Family Personnel Policies Provided

- **maternity leave**
- **family sick leave**
- **part-time with benefits**

WOMEN'S BANK
821 17th St., Denver, CO 80202

Contact Person: **Deb Vizzard - 293-2265**

Type of Business: **Financial**
No. of Employees: **48** ***Single site***

Work/Family Personnel Policies Provided

- **maternity leave**
- **paternity leave**
- **family care leave**
- **family sick leave**

Community Outreach

- **in-kind support/contributions**
- **corporate contributions**

WOMEN'S BUREAU
U.S. Department of Labor, 1801 California St., Suite 905
Denver, CO 80202-2416

Contact Person: **Oleta Crain - 391-6757**

Type of Business: **Government**
No. of Employees: **1000** ***Multi-site***

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- **maternity leave, thru sick leave**
- **family care leave**
- **flexible work hours - as needed**
- **paternity leave, thru sick leave**
- **family sick leave**
- **part-time with benefits**

Indirect Services Provided

- **employee assistance program**
- **parent education - seminars, handouts**

SECTION III

BENEFITS

WORK/FAMILY TASK FORCE

American Express
Amoco Production Company
Arthur Anderson
AT & T
Boulder Publishing, Inc.
Children's Hospital
Central Products Company
City & County of Denver
City of Boulder
COBE Laboratories, Inc.
Colorado Christian Home
Colorado Housing and Finance Authority
Dain Bosworth, Inc.
Denver Water Department
Exabyte Corporation
First Interstate Bank of Denver
First Trust Corporation
Gates Rubber Company
Jones Intercable, Inc.
Manville Corporation
Martin Marietta Astronautics
National Jewish Center
Nordstrom Credit, Inc.
Public Service Company
Regis University
Scanticon Denver
Sherman and Howard
State of Colorado
StorageTek
Total Petroleum
University of Colorado, Denver
Valley Lab, Inc.
Women's Bureau, U.S. Department of Labor

CHILD CARE NEEDS ASSESSMENT

American Express
Amoco Production Company
Arthur Anderson
AT & T Boulder County
Boulder Publishing, Inc.
Boulder Valley Schools
Children's Hospital
City & County of Denver
City of Boulder
COBE Laboratories
Colorado Housing and Finance Authority
Continental Airlines
Coors Brewing Company
Craig Hospital
Denver Water Board
Exabyte Corporation
FirstBanks of Colorado
First Federal Savings Bank
First Trust Corporation
Holme Roberts & Owens
KMGH TV, McGraw Hill Broadcasting
KPMG Peat Marwick
KWGN TV
Leprino Foods
Manville Corporation
Martin Marietta Astronautics
Mathis Law Firm
National Jewish Center
Nordstrom Credit, Inc.
Norwest Banks
Porter Memorial Hospital
Regional Transportation District
Regis University
Sherman & Howard
State of Colorado
StorageTek
Synergen, Inc.
Syntex Chemicals, Inc.
UNIPAC Service Corporation
U S WEST
Valley Lab, Inc.

ELDER CARE NEEDS ASSESSMENT

American Express
Amoco Production Company
Arthur Anderson
AT & T
Boulder County
Boulder Publishing, Inc.
City of Boulder
COBE Laboratories, Inc.
Colorado Housing and Finance Authority
Coors Brewing Company
Exabyte Corporation
KMGH TV, McGraw Hill
KWGN TV
Manville Corporation
Martin Marietta Astronautics
Norwest Banks
Sherman & Howard
State of Colorado
Synergen, Inc.
UNIPAC Service Corporation
U S WEST

WORK/FAMILY PERSONNEL POLICIES

MATERNITY LEAVE

Adams County District 14
Affiliated Bankshares of Colorado
American Express *
Amoco Production Company
Arthur Anderson
AT & T
Blue Cross Blue Shield of Colorado
Boulder County
Boulder Publishing Company
Boulder Valley Schools
Cellular One
Central Products Company
Children's Hospital
City & County of Denver
City of Boulder
COBE Laboratories, Inc.
Colorado Christian Home
Colorado Housing and Finance Authority
Colorado National Bankshares, Inc.
Continental Airlines
Coors Brewing Company
Craig Hospital
Dain Bosworth, Inc.
Dames & Moore
DCPA
Denver Partnership
Denver Post
Denver Water Department
Department of Veterans Affairs/Medical
DMJM
EG&G Rocky Flats, Inc.
Eric Group, Inc.
Exabyte Corporation
Explosive Fabricators
Faegre & Benson
FirstBanks of Colorado
First Federal Savings Bank
First Interstate Bank of Denver
First Trust Corporation
Gates Rubber Company *
Gensler & Associates
Holme Roberts & Owens
Howard Life Insurance Company
Jones Intercable, Inc.
Kaiser Permanente
KCNC TV
King Soopers
Kirkland & Ellis
KMGH TV
KN Energy, Inc. *
KPMG Peat Marwick *
KRMA TV
KWGNTV
Lutheran Medical Center
M. A. Mortenson, Co.
Manville Corporation

MATERNITY LEAVE (continued)

Martin Marietta Astronautics
Mathis Law Firm
Metro Wastewater Reclamation District
Mountain Medical Equipment
National Civic League
National Jewish Center
Nordstrom Credit, Inc.
NorgrenNorwest Banks
Pace Membership Warehouse
Porter Memorial Hospital
Provenant Health Partners
Public Service Company of Colorado
Regional Transportation District
Regis University *
Resources Trust Company
Scanticon Denver
Sherman & Howard
State of Colorado
StorageTek
Syneren, Inc.
Syntex Chemical, Inc.
Trigon Engineering, Inc.
UCAR / NCAR
UNIPAC Service Corporation
University of Colorado Boulder
University of Colorado Denver
Valley Lab, Inc.
Vectra Banking
Vicorp Restaurants
Wagner Equipment Company
Western Farm Bureau
Western Gas Resources, Inc.
Wiland Services
Women's Bureau, U.S. Department of Labor

*** This benefit is offered in a limited way; on a case-by-case basis; or through another benefit**

PATERNITY LEAVE

Adams County School District 14
Affiliated Bankshares of Colorado *
American Express *
Arthur Anderson
AT & T
Blue Cross Blue Shield of Colorado
Boulder County
Cellular One
Children's Hospital
City & County of Denver
City of Boulder
COBE Laboratories, Inc. *
Colorado Christian Home
Colorado Housing and Finance Authority
Colorado National Bankshares, Inc.
Continental AirlinesCraig Hospital
Dain Bosworth
DCPA
Denver Water Department
Department of Veterans Affairs Medical Center
EG&G Rocky Flats, Inc.
Eric Group, Inc.
Exabyte Corporation
Faegre & Benson
First Federal Savings Bank
First Interstate Bank of Denver
First Trust Corporation
Gensler & Associates
Jones Intercable, Inc.
Kaiser Permanente
King Soopers
KMGH TV McGraw Hill
Martin Marietta Astronautics
Mathis Law Firm National Jewish Center
Nordstrom Credit, Inc.
Norwest Banks
Provenant Health Partners
Public Service Company of Colorado
Scanticon Denver
State of Colorado
Synergen, Inc.
Syntex Chemicals, Inc.
Total Petroleum
UCAR/NCAR
UNIPAC Service Corporation *
University of Colorado Boulder
University of Colorado Denver
Vicorp Restaurants
Women's Bank
Women's Bureau, U.S. Department of Labor

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

FAMILY CARE LEAVE

Adams County
Adams County School District 14
Affiliated Bankshares of Colorado *
American Express
Amoco Production Company
AT & T
Beta West
Boulder County
Boulder Valley Schools
City & County of Denver
City of Boulder
COBE Laboratories, Inc. *
Colorado Housing & Finance Authority
Colorado National Bankshares, Inc. *
Coors Brewing Company
Craig Hospital
Dain Bosworth
DCPA
Denver Water Department
Department of Veterans Affairs Medical Center
Eric Group, Inc.
Exabyte Corporation
Faegre & Benson
First Interstate Bank of Denver
First Trust Corporation
Gates Rubber Company
Holme Roberts & Owens
Jones Intercable, Inc.
Kaiser Permanente
KN Energy, Inc.
KRMA TV
Mathis Law Firm
National Jewish Center
Nordstrom Credit, Inc.
Norgren
Norwest Banks *
Pace Membership Warehouse
Porter Memorial Hospital
Provenant Health Partners
Public Service Company of Colorado
Resources Trust Company
Sherman & Howard
State of Colorado
Synergen, Inc.
Syntex Chemicals, Inc.
UCAR/NCAR
UNIPAC Service Corporation *
University of Colorado Boulder
University of Colorado Denver
U S WEST
Vectra Banking
Vicorp Restaurants
Women's Bank
Women's Bureau, U.S. Department of Labor

*** This benefit is offered in a limited way; on a case by case basis or through another benefit**

FAMILY SICK LEAVE

Adams County
Adams County District 14
Affiliated Bankshares of Colorado
American Express *
Amoco Productions Company
Arthur Anderson
AT & T
Blue Cross Blue Shield of Colorado
Boulder County
Boulder Publishing, Inc.
Boulder Valley Schools
Central Products Company
Children's Hospital
City & County of Denver
City of Boulder
COBE Laboratories, Inc.
Colorado Christian Home
Colorado Housing and Finance Authority
Colorado National Bankshares, Inc. *
Confertech International
Continental Airlines
Coors Brewing Company
Craig Hospital *
Dain Bosworth
Dames & Moore
Denver Business Journal
DCPA
Denver Water Department
Department of Veterans Affairs Medical Center
Eric Group, Inc.
Faegre & Benson
FirstBanks of Colorado

FAMILY SICK LEAVE

First Federal Savings Bank
First Interstate Bank of Denver
First Trust Corporation
Gates Rubber Company
Holme Roberts and Owens
Jones Intercable, Inc.
Kaiser Permanente
KCNC TV
Kirkland & Ellis
KMGH TV McGraw Hill
KN Energy, Inc.
KPMG Peat Marwick *
KRMA TV
KWGN TV *
Leprino Foods
M.A. Mortenson, Co.
Manville Corporation *
Martin Marietta Astronautics
Mathis Law Firm
Metro Wastewater Reclamation District
Mountain Medical Equipment
National Civic League
National Jewish Center
Nordstrom Credit, Inc.
Norgren
Norwest Banks *
Pace Membership Warehouse
Porter Memorial Hospital
Provenant Health Partners *
Regis University
Resources Trust Company
Sherman & Howard
State of Colorado
StorageTek
Synergen, Inc.
Syntex Chemicals, Inc.
Trigon Engineering, Inc.
UCAR/NCAR
UNIPAC Service Corporation
University of Colorado Boulder
University of Colorado Denver
Vectra Banking
Vicorp Restaurants
Western Farm Bureau
Wiland Services
Women's Bank
Women's Bureau, U.S. Department of Labor

*** This benefit is offered in a limited way; on a case-by-case basis or through another benefit**

FLEXIBLE WORK HOURS AS NEEDED

Adams County
Affiliated Bankshares of Colorado *
Arthur Anderson
AT & T
Boulder County
Boulder Publishing, Inc.
Boulder Valley Schools
City & County of Denver
City of Boulder
COBE Laboratories, Inc.
Colorado National Bankshares, Inc. *
Coors Brewing Company
DCPA
Denver Business Journal
Denver Post *
Denver Water Department
DMJM
First Federal Savings Bank
First Interstate Bank of Denver
First Trust Corporation
Gates Rubber Company
Gensler & Associates
Kaiser Permanente
KMGH TV McGraw Hill
KN Energy, Inc. *
KRMA TV
KWGNTV *
Leprino Foods
Lutheran Medical Center
M.A. Mortenson, Inc.
Manville Corporation
Martin Marietta Astronautics
National Civic League
National Jewish Center
Nordstrom Credit, Inc.
Norwest Banks

FLEXIBLE WORK HOURS AS NEEDED (continued)

Pace Membership Warehouse
Public Service Company of Colorado
Regional Transportation District
Regis University *
Resources Trust Company
Scanticon Denver
Security Life of Denver Insurance Company
Sherman & Howard
State of Colorado
StorageTek *
Synergen, Inc.
Trigon Engineering
University of Colorado Boulder
UNIPAC Service Corporation *
Valley Lab, Inc.
Vicorp Restaurants
Western Farm Bureau
Western Gas Resources, Inc.
Women's Bureau, U.S. Department of Labor

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

FLEXIBLE WORK HOURS ON GOING

Adams County
Affiliated Bankshares of Colorado *
Amoco Production Company
Arthur Anderson
AT & T
Bank of Boulder
Blue Cross Blue Shield of Colorado
Boulder County
Boulder Valley Schools
Children's Hospital
City of Boulder
City & County of Denver *
COBE Laboratories, Inc.
Colorado Housing & Finance Authority
Dain Bosworth
Dames & Moore
Denver Post *
First Federal Savings Bank
First Interstate Bank of Denver
First Trust Corporation
Jones Intercable *
Kaiser Permanente
KCNC TV
King Soopers
Kirkland & Ellis
Manville Corporation
Mathis Law Firm
National Jewish Center
Nordstrom Credit, Inc.
Norwest Banks
Public Service Company of Colorado
Regional Transportation District
Resources Trust Company
Scanticon Denver
State of Colorado
Synergen, Inc.
Trigon Engineering
UCAR/NCAR
U S WEST
Vectra Banking
Vicorp Restaurants

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

FLEXIBLE WORKPLACE AS NEEDED

Amoco Production Company *
AT & T
Children's Hospital
City & County of Denver *
City of Boulder
Colorado Housing and Finance Authority
Coors Brewing Company
Denver Business Journal
DMJM
First Interstate Bank of Denver
First Trust Corporation
KCNC TV

FLEXIBLE WORKPLACE AS NEEDED

KN Energy, Inc.
KPMG Peat Marwick
Manville Corporation
National Civic League
Norwest Banks
Pace Membership Warehouse *
Porter Memorial Hospital
Regis University *
State of Colorado *
StorageTek *
Synergen, Inc. *
University of Colorado Denver
Valley Lab, Inc.
Vicorp Restaurants

*** This benefit is offered in a limited way; on a case by case basis or through another benefit**

FLEXIBLE WORKPLACE ONGOING

Bank of Boulder
Blue Cross Blue Shield of Colorado
Boulder County *
Dames & Moore
First Trust Corporation
M.A. Mortenson, Co.
Manville Corporation
Mathis Law Firm
National Jewish Center *
UCAR/NCAR
U S WEST

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

JOBSHARE

Affiliated Bankshares of Colorado *
Amoco Production Company *
Arthur Anderson
AT & T
Blue Cross Blue Shield of Colorado
Boulder County
Boulder Valley Schools
Children's Hospital
City & County of Denver
City of Boulder
Continental Airlines *
Coors Brewing Company
Craig Hospital
Dain Bosworth
DCPA
Denver Post *
Eric Group, Inc.
Faegre & Benson
First Interstate Bank of Denver
First Trust Corporation
Holme, Roberts & Owen
KCNC TV
Kirkland & Ellis
KN Energy, Inc.
KPMG Peat Marwick
Lutheran Medical Center *
Mathis Law Firm
Norgren
Norwest Banks *
Porter Memorial Hospital
Regional Transportation District
Sherman & Howard
State of Colorado
StorageTek *
Synergen, Inc.
Syntex Chemicals, Inc.
Total Petroleum
UCAR/NCAR
University of Colorado Boulder
University of Colorado Denver
U S WEST
Valley Lab, Inc.

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

PARTTIME WITH BENEFITS

Adams County School District 14
Affiliated Bankshares of Colorado
Arthur Anderson
AT & T
Bank of Boulder
BetaWest
Blue Cross Blue Shield of Colorado
Boulder County
Boulder Valley Schools
Cellular One
Children's Hospital
City & County of Denver *
City of Boulder
COBE Laboratories, Inc.
Colorado National Bankshares, Inc.
Continental Airlines *
Dames & Moore
Denver Partnership
Denver Water Department
Department of Veteran's Affairs Medical Center
DMJM
Eric Group
Exabyte Corporation
FirstBanks of Colorado
First Federal Savings Bank
First Interstate Bank of Denver
First Trust Company
Gates Rubber Company
Gensler & Associates
Holme, Roberts & Owens *
Howard Life Insurance Company
Jones Intercable, Inc.
Kaiser Permanente
KCNC TV
Kirkland & Ellis
KMGH TV McGraw Hill
Lutheran Medical Center
Manville Corporation
Martin Marietta Astronautics
Mathis Law Firm
Metro Wastewater Reclamation District
Mountain Medical Equipment
National Jewish Center
Nordstrom Credit, Inc.
Norgren
Norwest Banks *
Porter Memorial Hospital
Regional Transportation District
Regis University
State of Colorado
StorageTek
Synergen, Inc.
Syntex Chemical, Inc.
UCAR/NCAR
University of Colorado Boulder
University of Colorado Denver
U S WEST
Valley Lab, Inc.
Vectra Banking
Western Farm Bureau
Wiland Services
Women's Bureau, U.S. Department of Labor

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

DIRECT SERVICES

CHILD CARE RESOURCE AND REFERRAL SERVICE

American Express
Amoco Production Company
Arthur Anderson
AT & T
Boulder County
Central Products Company
Children's Hospital
City & County of Denver *
City of Boulder
Colorado Housing and Finance Authority
Colorado National Bankshares, Inc.
Continental Airlines
Coors Brewing Company
Dain Bosworth
Denver Post
Denver Water Department *
Eric Group, Inc.
Exabyte Corporation
Kaiser Permanente
KMGH TV
Manville Corporation
Norwest Banks
Sherman & Howard
Synergren, Inc.
UCAR/NCAR
U S WEST
Valley Lab, Inc.

*** This benefit is offered in a limited way; or on a case by case basis through another benefit**

ELDER CARE RESOURCE AND REFERRAL SERVICES

Arthur Anderson
Boulder County
Children's Hospital
Kaiser Permanente
KMGH TV
Manville Corporation
Sherman & Howard
U S WEST

CHILD CARE FACILITY COMPANY SPONSORED

Adams County School District 14
Boulder Valley Schools
City & County of Denver
Continental Airlines
Craig Hospital
Lutheran Medical Center
Porter Memorial Hospital
StorageTek
University of Colorado Boulder
University of Colorado Denver

*** This benefit is offered in a limited way; or on a case by case basis; or through another benefit**

CHILD CARE FACILITY CONSORTIUM

Colorado National Bankshares
Denver Post
Exabyte Corporation
Manville Corporation
State of Colorado
Syntex Chemicals, Inc.
Valley Lab, Inc.

CARE FOR MILDLY ILL CHILDREN

AT & T
Bank of Boulder
Boulder County
Boulder Publishing, Inc.
Exabyte Corporation
Porter Memorial Hospital
Synergen Inc.
Syntex Chemicals, Inc.
UCAR/NCAR
UNIPAC Service Corporation
Vicorp Restaurants

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

EMERGENCY CHILD CARE

AT & T
Bank of Boulder
Boulder Publishing, Inc.
Exabyte Corporation
KN Energy, Inc. *
Porter Memorial Hospital
Scanticon Denver
Synergen, Inc.
Syntex Chemicals, Inc.
UCAR/NCAR
StorageTek
UNIPAC Service Corporation

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

LACTATION LOUNGE

Blue Cross Blue Shield of Colorado
Boulder Publishing, Inc.
Coors Brewing Company
FirstBanks of Colorado
First Interstate Bank of Denver
First Trust Corporation
Kirkland & Ellis
KWGN TV
Nordstrom Credit, Inc.
Porter Memorial Hospital
State of Colorado
StorageTek

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

FINANCIAL SUPPORT

FLEXIBLE SPENDING ACCOUNTS

Adams County
Affiliated Bankshares of Colorado
Arthur Anderson
AT & T
Bank of Boulder
Beta West
Blue Cross Blue Shield of Colorado
Boulder County
Boulder Publishing, Inc.
Boulder Valley Schools
Children's Hospital
City & County of Denver
City of Boulder
Colorado National Bankshares, Inc.
Confertech International
Coors Brewing Company
Craig Hospital
Dain Bosworth
Dames & Moore
DCPA
Denver Partnership
Denver Post
Denver Water Department
Exabyte Corporation
First Interstate Bank of Denver
First Trust Corporation
Gates Rubber Company
Holme Roberts and Owens
Jones Intercable, Inc.
Kaiser Permanente
KCNC TV
KN Energy, Inc.
KWGN TV
Leprino Foods
Lutheran Medical Center
Manville Corporation
Metro Wastewater Reclamation District
National Jewish Center
Norgren
Norwest Banks
Pace Membership Warehouse *
Porter Memorial Hospital
Provenant Health Partners
Regional Transportation District
Regis University
Scanticon Denver
State of Colorado
Synergen, Inc.
Syntex Chemicals, Inc.
UCAR/NCAR
UNIPAC Service Corporation
University of Colorado Boulder
University of Colorado Denver
U S WEST
Western Farm Bureau

*** This benefit is offered in a limited way; on a case by case basis; another benefit**

CAFETERIA PLAN OFFERING CHILD CARE OR ELDER CARE

Adams County School District 14
Affiliated Bankshares of Colorado *
American Express
Arthur Anderson
Children's Hospital
City of Boulder
Colorado Housing and Finance Authority
Dain Bosworth
Denver Business Journal
Denver Partnership
Denver Water Department
First Banks of Colorado
First Federal Savings Bank
KCNC TV
Kirkland and Ellis
KN Energy, Inc.
KWGN TV
Lutheran Medical Center
Manville Corporation
PACE Membership Warehouse
Porter Memorial Hospital
Regional Transportation District
Sherman and Howard
Synergen, Inc.

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

ADOPTION ASSISTANCE

Arthur Anderson
AT & T
COBE Laboratories, Inc.
Colorado Christian Home
Coors Brewing Company
First Banks of Colorado
Jones Intercable, Inc.
Mathis Law Firm
Nordstrom Credit, Inc.
Norgren
PACE Membership Warehouse
StorageTek
Syntex Chemicals, Inc.

VOUCHERS AND SUBSIDIES

American Express - dependent care
Boulder County - sick child care
Lutheran Medical Center
Synergen, Inc.
UNIPAC Service Corporation - sick and emergency child care subsidy

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

VENDOR DISCOUNTS

Adams County
Amoco Production Company
Arthur Anderson
AT & T
Bank of Boulder
Blue Cross Blue Shield of Colorado
Boulder County
Children's Hospital
City & County of Denver
COBE Laboratories
Colorado National Bankshares
Dain Bosworth
Dames & Moore
Denver Water Department
Dixon Paper Company
Eric Group, Inc.
First Interstate Bank of Denver
Kaiser Permanente
KMGH TV, McGraw Hill
KN Energy, Inc. *
Manville Corporation
Martin Marietta Astronautics
National Jewish Center *
Nordstrom Credit, Inc.
Norgren
Norwest Banks
PACE Membership Warehouse
Scanticon Denver
State of Colorado
StorageTek
UNIPAC Service Corporation
University of Colorado Boulder
U S West
Valley Lab, Inc.

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

INDIRECT SERVICES

EMPLOYEE ASSISTANCE PROGRAM

Adams County School District 14
American Express¡
Amoco Production Company
AT & T
Beta West
Blue Cross Blue Shield of Colorado
Cellular One
Central Products Company
Children's Hospital
City & County of Denver
City of Boulder
COBE Laboratories, Inc.
Colorado Christian Home
Colorado Housing & Finance Authority
Colorado National Bankshares, Inc.
Continental Airlines
Coors Brewing Company
Craig Hospital
Dain Bosworth
Denver Post
Denver Water Department
Department of Veterans Affairs Medical Center
Dixon Paper Company
EG&G Rocky Flats, Inc.
Exabyte Corporation
Explosive Fabricators
First Federal Savings Bank
First Interstate Bank of Denver
First Trust Corporation *
Gates Rubber Company
Holme Roberts & Owens
Jones Intercable, Inc.
Kaiser Permanente
KPMG Peat Marwick
KN Energy, Inc.
KWGN TV
Lutheran Medical Center
Manville Corporation
Martin Marietta Astronautics
Mathis Law Firm
Metro Wastewater Reclamation District
National Jewish Center
Nordstrom Credit, Inc.
Norwest Banks
PACE Membership Warehouse
Porter Memorial Hospital
Provenant Heatlh Partners
Public Service Company of Colorado
Regional Transportation District
Regis University
Resources Trust Company
Scanticon Denver
Sherman & Howard
State of Colorado
StorageTek
Synergen, Inc.
Syntex Chemicals, Inc.
UCAR/NCAR
UNIPAC Service Corporation
University of Colorado Boulder
U S West
Valley Lab., Inc.
Wagner Equipment Company
Western Farm Bureau
Women's Bureau, U.S. Department of Labor

*** This benefit is offered in a limited way; on a case by case basis; or through another benefit**

PARENT EDUCATION CLASSES (c) SEMINARS (s) HANDOUTS (h)

Adams County
Adams County School District 14 c, s, h
Affiliated Bankshares of Colorado c
American Express s, h
AT & T s, h
Blue Cross Blue Shield of Colorado c, s, h
Boulder County h
Boulder Publishing, Inc. s
Boulder Valley Schools c
Children's Hospital c, s, h
City & County of Denver c, h
City of Boulder s, h
COBE Laboratories c, s, h
Colorado Christian Home c, s, h
Colorado Housing & Finance Authority c, s, h
Colorado National Bankshares c, s, h
Continental Airlines s, h
Coors Brewing Company c, s, h
Craig Hospital c, s, h
Cyprus Minerals s, h
Dain Bosworth h
Denver Water Department h
Dixon Paper Company s, h
DMJM h
First Federal Savings Bank c, s, h
First Interstate Bank of Denver c, s, h
First Trust Corporation c, s, h
Gates Rubber Company c
Holme Roberts & Owens s, h
KN Energy, Inc. c, s, h
KRMA TV h
Leprino Foods c, s
Lutheran Medical Center c, s, h
M.A. Mortenson, Co. s
Manville Corporation c, s, h
Martin Marietta Astronautics s, h
National Jewish Center c, s, h
Nordstrom Credit, Inc. s, h
Norgren h
Norwest Banks s, h
Porter Memorial Hospital c, s,
Provenant Health Partners c, s, h
Public Service Company of Colorado c, s, h
Regional Transportation District c, s, h
Regis University c, s, h
Resources Trust Company h
Scanticon Denver c, h
Sherman & Howard c, s
State of Colorado s
StorageTek c, s, h
Syntex Chemicals h
Trigon Engineering h
UNIPAC Service Corporation s
University of Colorado Boulder s
Valley Lab, Inc. h
Vicorp Restaurants, Inc. s, h
Western Farm Bureau h
Women's Bureau, U.S. Department of Labor s, h

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PRENATAL EDUCATION CLASSES (c) SEMINARS (s) HANDOUTS (h)

Affiliated Bankshares of Colorado c
Bank of Boulder c, s, h
Blue Cross Blue Shield of Colorado c, s, h
Boulder County h
Boulder Valley Schools c, s
Colorado Christian Home h
Coors Brewing Company c, h
Cyprus Minerals s
FirstBanks of Colorado h
Kaiser Permanente c, s, h
Lutheran Medical Center s, h
Nordstrom Credit Inc., s, h
PACE Membership Warehouse h
Porter Memorial Hospital c, s, h
Provenant Health Partners c, s, h
StorageTek c, s, h

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MANAGEMENT TRAINING ON WORK/FAMILY ISSUES

American Express
Arthur Anderson
City of Boulder
Colorado Christian Home
Continental Airlines
Dames & Moore
Department of Veterans Affairs
Dixon Paper Company
Eric Group, Inc.
Holme Roberts & Owens
Lutheran Medical Center
Martin Marietta Astronautics
Metro Wastewater Reclamation District
Norwest Banks
Porter Memorial Hospital
Scanticon Denver
University of Colorado Boulder

COMMUNITY OUTREACH

PROVIDER RECRUITMENT

Adams County School District 14
AT & T
Cellular One
City of Boulder
Colorado Christian Home
Coors Brewing Company
Department of Veterans Affairs Medical Center
First Federal Savings Bank
Kaiser Permanente
KN Energy, Inc.
Leprino Foods
Lutheran Medical Center
Manville Corporation
Mathis Law Firm
National Jewish Hospital
Provenant Health Partners
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